

WRDZ - FM – Indianapolis, IN / Plainfield, IN - RADIO DISNEY EEO REPORT

WRDZ – FM 98.3 EEO Report

April 1, 2013

Radio Disney, Plainfield

This annual EEO Report is filed on behalf of WRDZ FM, 98.3 in compliance with the FCC's EEO reporting requirements. WRDZ FM is a Radio Disney Group; LLC owned radio station and is located in Plainfield, IN. This report includes information from April 1, 2012, through March 31, 2013, and it will be placed in the Station's Public File and on the Station's page on RadioDisney.com. The Station had 7 full time employees as of April 1, 2012.

I. General Job Vacancy Information

The Station is an equal opportunity employer that is committed to meeting the Station's EEO obligations. The Station and Radio Disney's policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.

All full-time job vacancies are posted with a number of sources, generally including the Station's local recruitment sources contact list (see Section IV – Long Term Recruitment Measures and Attachment A), Disneycareers.com and Monster.com (see Section III – Recruiting for Full-Time Open Positions).

The Station's local recruitment sources contact list ("Contact List") has been used to notify potential applicants for full-time vacancies as indicated below. The Station will continue to actively seek out new sources. The Station encourages organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our Contact List to receive notification of future vacancies. The Station solicits organizations to be added to our mailing list via a website posting on the Station's page on Radiodisney.com. These notices were posted during the open time of each position available. The Station also runs on-air announcements soliciting organizations to be added to our mailing list. These 30-second announcements aired May 21, 2012 to December 30, 2012 and March 4, 2013 to March 31, 2013, for a total of 320 announcements aired.

II. Record Keeping

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and the distributions to mailing list(s) used to notify sources of the opening and a summary of filled vacancies showing, interviewees and referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to, the following information: the nature and date of each activity; the scope of the Station's participation and the names and titles of the Station personnel involved.

III. Recruiting for Full-Time Open Positions

During the reporting time frame, 4 positions were posted, and 3 were filled. The chart at the end of this section has details about the: position(s); interviewees for the position(s); referral sources for the interviewees; and name of hire.

All positions during this reporting period were forwarded to the Disney Media Networks Human Resources department, which posted the job listings on a DisneyCareers.com and on Monster.com.

A position of Station Manager was opened October 11, 2012, and filled on January 22, 2013. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contacts which are reflected on the station community outreach list (Attachment A) with 1 asterisk (*) symbol. Eight candidates were interviewed for the position.

A position of Promotions Coordinator was opened August 29, 2012, and filled on October 11, 2012. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contacts which are reflected on the station community outreach list (Attachment A) with 2 asterisk (**) symbols. Eleven candidates were interviewed for the position.

A position of Promotions Manager was opened January 11, 2013, and filled on March 1, 2013. Notice of this job vacancy was posted on DisneyCareers.com and Monster.com and distributed to the following local recruitment contacts: IU Careers, IUPUI Careers, Indeed dot com and Jobs 2 Careers dot com. Due to personnel changes, the entire list was not contacted in reference to this position. For future purposes, all organizations on the list will be contacted. Five candidates were interviewed for the position.

A position of Account Executive was opened December 18, 2012, and remains open. Notice of this job vacancy was posted on DisneyCareers.com, Monster.com and distributed to the station's local recruitment contacts which are reflected on the station community outreach list (Attachment A) with 3 asterisk (***) symbols. To date, five candidates were interviewed for the position.

FULL-TIME OPEN POSITION INTERVIEW CHART

During the reporting period, recruitment and interviews for 4 full-time open positions were conducted. The identity of candidates not hired, but interviewed, has been kept confidential.

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
10/11/2012	Station Manager	Management	11/13/2012		NH		Internal Candidate
			11/13/2012		NH		Internal Candidate
			11/13/2012		NH		Disney Careers.com
			11/13/2012		NH		Referral from IU Business College
			11/13/2012		NH		Disney Careers.com
			11/13/2012		NH		Internal Candidate
			11/13/2012		NH		Internal Candidate
			12/12/2012	Andrea Farrell	H	1/21/13	Referral from Internal Independent Contractor – JoLynn Wright

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
8/29/2012	Promotions Coordinator	Promotions	9/11/12		NH		Internal Candidate
			9/11/12		NH		Internal Candidate
			9/11/12		NH		Disney Careers.com
			9/11/12		NH		Internal Candidate
			9/12/12		NH		Internal Candidate
			9/13/12		NH		Disney Careers.com
			9/13/12		NH		Internal Candidate
			9/14/12		NH		Internal Candidate
			9/17/12	Magen Stamm	H	10/11/12	Internal Candidate
			9/19/12		NH		Internal Candidate
			9/19/12		NH		Internal Candidate

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed	Hired (H) or	Date Hired	Source*
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				*Names withheld for privacy	Not (NH)		
01/11/2013	Promotions Manager	Promotions	2/5/13	Tiffany Reid	H	3/1/13	Disney Careers.com
			2/12/13		NH		Disney Careers.com
			2/6/13		NH		Internal Candidate
			2/7/13		NH		Internal Candidate
			2/13/13		NH		Disney Careers.com

Date of Opening	Job Title	Department	Date of Interview	Candidate Interviewed *Names withheld for privacy	Hired (H) or Not (NH)	Date Hired	Source*
12/18/12	Account Executive	Sales	1/10/13		NH		Disney Careers.com
			1/24/13		NH		Disney Careers.com
			2/14/13		NH		Client Referral from IU Sports
			2/20/13		NH		Disney Careers.com
			2/26/13		NH		Referral from Minneapolis Station Manager – Caren Berry

IV. Long-Term Recruitment Measures

In addition to maintaining the Station's local recruitment sources contact list (see Attachment A), the Station participates in the following long-term recruitment measures.

A. Job Fairs

Station personnel with hiring responsibilities attended the following job fairs during the reporting period:

Spring Career Fair, April 11, 2012, Fairbanks Center in Lawrence, IN. Laura Sanchez, Promotions Manager attended the job fair. The Station collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

Job Fair presented by the Indiana Fever, June 7, 2012 in Indianapolis, IN. Laura Sanchez, Promotions Manager attended this job fair. We collected resumes, interviews were conducted and Company Literature and Branded Materials were handed out.

B. Other Menu Options

WRDZ Indianapolis hired a College Intern, Jessica Bradney from Belmont University. She interned with the station on June 5, 2012 to August 17, 2012. Jessica assisted with Radio Disney events through helping with games, conducting drawings on site, running the sound system and activities as well as packing and unpacking station vehicles. Jessica also packed prize bags and typed schedules for events and Road Crew.

The Station seeks to regularly assess and improve recruitment methods and sources by analyzing their individual effectiveness and making changes as appropriate.

ATTACHMENT A - LOCAL RECRUITMENT SOURCES CONTACT LIST

SM *	PC **	AE ***	Organization	Contact	Address	City/State/Zip	Email
*	**	***	Allen Chapel AME Church	317-638-9963	629 E. 11th St.	Indianapolis, IN 46202	
*	**	***	Asian Help Services		609 E 29th St., 2nd Floor	Indianapolis, IN 46205	Baikahs@yahoo.com
*	**	***	Boston Career Link	Francisca Fernandes	1010 Harrison Ave.	Boston, Massachusetts 02119	FFernandes@detma.org
*	**	***	Butler Career Planning & Development	Gary Beaulieu	4600 Sunset Blvd. Atherton Union, Rm 315	Indianapolis, IN 46208	gbeaulie@butler.edu
*		***	Catholic Archdiocese	800-382-9836	1400 N Meridian St.	Indianapolis, IN 46202	
*	**	***	Center For Leadership Development	Dennis Bland	2425 Dr. Martin Luther King Jr. St.	Indianapolis, IN 46208-5546	dbland@cldinc.org
*	**	***	Christamore House	Shaffon Browder	502 North Tremont Street	Indianapolis, IN 46222	shaffon.browder@christamorehouse.org
	**	***	Civic Rights Commission		State Office Building	Indianapolis, IN 46204	https://www.indianacarerconnect.com/

			100 N. Senate #103		
**	***		Community Alliance of the Far Eastside		Indianapolis, IN 46236
*	**	***	Concord Center	Dana Orr	Indianapolis, IN 46225 dorr@concordindy.org
*	**	***	Crooked Creek Multi-Service Center	Helen Lands	Indianapolis, IN 46268
*	**	***	Exodus Refugee	Jesamyn Rayman	Indianapolis, IN 46205 jrayman@exodusrefugee.org
	**	***	Flanner House	Gerald Ardis	Indianapolis, IN 46208 Gardis@flannerhouse.com
*	**	***	Forest Manor Multi-Service Center		Indianapolis, IN 46218
*	**	***	Franklin College Career Services	Kirk Bixler	Franklin, Indiana 46131- 2623 kbixler@franklincollege.edu
*	**	***	Futureworks	Sandra Jones	Indianapolis, IN 46222
*	**	***	Goodwill Industries	Virginia Harris	Indianapolis, IN 46222 vharris@goodwillindy.org
*	**	***	Harrison Indiana Business College	Elizabeth Watkins	Indianapolis, IN 46204 elizabethwatkins@harrison.edu
*	**	***	Hawthorne Center	Dawn Dunderdale	Indianapolis, IN 46222 ddunderdale@Hawthornecenter.org
	**	***	Indiana Black Expo HR	Veronica Kendrick	Indianapolis, IN 46208 vkendrick@indianablackexpo.com
*	**	***	Indiana Broadcasters Association	Joe	Indianapolis, IN 46280 joe@indianabroadcasters.org
*	**	***	Indiana State Of Workforce	Doug Martin	Indianapolis, IN 46204- 2201 dwmartin@dwd.in.gov

			Development		Ave.		
			Indianapolis Business Journal		41 E. Washington St., Ste 200	Indianapolis, IN 46204	-
*	**	***	Indianapolis National Organization of Women	Sara Hess	P.O. Box 20601	Indianapolis, IN 46220	shess@learnmore.org
			International Business College	Lori Fisher	7205 Shadeland Station	Indianapolis, IN 46256	
*	**	***	ITT Technical Institute		9511 Angola Court	Indianapolis, IN 46268	sream@itt-tech.edu
*	**	***	IU Career Services	Jeremy Edward	625 North Jordan Avenue	Bloomington, IN 47405	http://www.indiana.edu/~career/
*	**	***	IUPUI Career Services		801 W. Michigan	Indianapolis, IN 46202	http://www.myconsortium.com/iupui-hub/employer/
*	**	***	Ivy Tech College Career Services	Cindy Soliday	One W 26th Street	Indianapolis, IN 46206	http://www.ivytech.edu/indianapolis/careerservices/
*	**	***	Jewish Community Center		6701 Hoover Rd.	Indianapolis, IN 46240	
*	**	***	John H. Boner Community Center	Ben Jones	2236 East 10th Street	Indianapolis, IN 46201	bjones@enn.org
*	**	***	Kaplan College	Tracy Morris	7302 Woodland Dr.	Indianapolis, IN 46278	trmorris@kaplan.edu
*	**	***	Martin University	Yvette Booker	2171 Avondale Place	Indianapolis, IN 46218	ybooker@martin.edu
*	**	***	Mary Rigg Neighborhood Center	Jenna Wachtmann	1920 West Morris Street	Indianapolis, IN 46221	jwachtmann@maryrigg.org
*	**	***	MLK Community Center	Netetia Walker	40 W. 40th St., 1st Fl.	Indianapolis, IN 46208	
*	**	***	N.A.A.C.P Labor Committee	Crystal Ratcliffe	300 E. Fall Creek Pkwy North	Indianapolis, IN 46205	celliott@indynaacp.org
*	**	***	Nashville Business Journal		1800 Church St. #300q	Nashville, TN 37203	http://bizjournals.ontargetjobs.com/jobposting.asp?market=nashville

* ** ***	National Council of Negro Women		633 Pennsylvania Ave	Washington, DC 20004	
* ** ***	Noble of Indiana	Julie Brown	7701 E 21st St.	Indianapolis, IN 46219	julie.brown@nobleofindiana.org
* ** ***	Noble of Indiana	Deb Okotie	12220 Hancock St.	Carmel, IN 46032	deb.okotie@nobleofindiana.org
* ** ***	Ohio Center for Broadcasting	Terry Wilson	5330 East Main Suite 200	Columbus, OH 43213	placement.columbus@beonair.com
* ** ***	Purdue CCO		1904 Stewart Center	West Lafayette, IN 47907	https://www.cco.purdue.edu/Common/CCOExpress.shtml
* ** ***	Southeast Community Services	Rodney	901 South Shelby Street	Indianapolis, IN 46203	rodneyb@southeastcommunityservices.org
* ** ***	Southern Christian Leadership		P.O. Box 92544	Atlanta, GA 30314	
* ** ***	The Damien Center Career	Michelangelo McClendon	26 N Arsenal Ave	Indianapolis, IN 46201-3808	mmcclendon@damien.org
* ** ***	The Indianapolis Star	Charles Bates	307 N. Pennsylvania Ave	Indianapolis, IN 46202	http://indystar.gannettonline.com/careerbuilder/employers04/recruitment.html
* ** ***	U Of I Career Services		1400 E Hanna Ave	Indianapolis, IN 46227	ocs@uindy.edu
* ** ***	United Way Hamilton County Office	Joan Isaac	301 E. Carmel Drive Suite E300	Carmel, IN 46032	joan.isaac@uwci.org
* ** ***	United Way Hancock County Office	Paula Jarrett	One Courthouse Plaza P.O. Box 714	Greenfield, IN 46140	paula.jarrett@uwci.org
** ***	United Way Hendricks County Office	Susie Friend	56 Main Street P.O. Box 791	Danville, IN 46122	susie.friend@uwci.org
** ***	United Way of Central Indiana	Lori Stewart	3901 N. Meridian St.	Indianapolis, IN 46208	Lori.stewart@uwci.org
** ***	Urban League of Indianapolis	Pambana Uishi	Sam H. Jones Center 777 Indiana Avenue	Indianapolis, IN 46202	puishi@indplsul.org

* ** ***	Wilson College Court Reporting		5425 S. East St.	Indianapolis, IN 46227	
	KEY	Station Manager	*		
		Promo Coord	**		
		Account Executive	***		